

# Imposing Evidence

Our newsletter's title is taken from the *Friends of the Smith College Library Annual Report for 1943* in which Sophia Smith Collection founder Margaret Storrs Grierson described the mission of the newly founded collection: "The purpose of the collection is certainly not

to sharpen the distinction between the sexes in the intellectual and artistic fields, which would, indeed, be against the traditions of the college, but further to diminish the distinction by gathering an imposing evidence of work of women comparable in every way to that of men."

ISSUE 5 · DECEMBER 2001

SMITH COLLEGE LIBRARIES

## Agents of Social Change in the Classroom

IN THE INTEREST OF PROVIDING even greater access to the Agents of Social Change collections, we accepted the invitation of the History Institute at the University of Massachusetts/Amherst to develop a week-long program for middle and high school teachers that would provide hands-on experience of research in archival collections with scholarly and curriculum support. The Agents of Social Change collections are especially well suited for classroom use as they have the potential to open up rich discussions on topics such as the struggle for African American civil rights, the rights of Americans to engage in political protest, efforts at urban reform as well as the fight for women's rights from the 1930s to the 1980s.

Classroom teachers, however, are often unfamiliar with archival collections such as those held by the SSC. The workshop introduced teachers to these collections in a meaningful way, through daily work with the collections and talks by historians placing the collections in historical context. Daniel Horowitz, professor of American Studies at Smith and the author, most recently, of *Betty Friedan and the Making of the Feminine Mystique: The American Left, The Cold War and Modern Feminism* (1998), gave an overview of women's activism from the 1930s to the 1980s. Kate Weigand, an instructor in women's history and women's studies, who recently published *Red Feminism: American Communism and the Making of Women's Liberation* (2001), spoke about American women and the left. Joyce Follet, an instructor in American Studies and producer of the award-winning documentary *Step by Step: Building a Feminist Movement* (1998), shared her video with the class. Finally, Crystal

Feimster, a history professor at Boston College, spoke of African American women's activism in the post-World War II era, especially in the struggle for civil rights.

Workshop participants — who ranged from a 7th and 8th grade teacher in a parochial school in Chicopee, Massachusetts to a high school civics teacher from Monson, Massachusetts — spent a portion of each day doing their own research within the Agents of Social Change collections. Two curriculum specialists, Joseph Nowicki and Meg Robbins, ably assisted the teacher-participants in their research. Nowicki and Robbins, both experienced classroom teachers, also gave daily presentations of suggested curriculum applications of the primary documents. Nowicki, co-author of *Interdisciplinary Strategies for English and Social Studies Classrooms: Toward Collaborative Middle and Secondary Teaching* (1997), teaches social studies at the high school level at Pioneer Valley Regional School, Northfield, Massachusetts. Robbins, a Massachusetts Teacher of the Year nominee in 2000, was a middle school social studies teacher at the Wilbraham Middle School until June of this year.

During their week in the archives, the teacher-participants were able to share ideas and "talk shop" as well as select documents from each collec-

tion that will eventually be included in a sourcebook available to teachers. Though much of the work towards completing the sourcebook was done during the week-long workshop, two follow-up sessions during the school year will refine and assess the effectiveness of the lesson plans.

*Continued on page 3*



*Teachers participating in this summer's History Institute had the opportunity to work with primary sources such as these "play people" from the Women's Action Alliance's Non-Sexist Childhood Education Project.*



*"Mother and a catfish from the Platte River"  
from the newly processed papers of Margaret Wooster Curti.*

## *Greetings from the Head of the Sophia Smith Collection*

As *Imposing Evidence* goes to press we are gearing up for another exciting collection preparation and digitizing venture, the Family Papers Project. Funded in part by a grant from the Bodman Foundation, it is designed to preserve and extend access to the treasures in the papers of the Garrison, Bodman, Hale, and Dunham families. Over the next year-and-a-half, project staff will treat deteriorating paper and remove rusty paper clips, organize and re-house hundreds of antique photographs, replace old-fashioned typewritten finding aids with more complete computer-generated ones, and mount those guides on the World Wide Web. There anyone who can read English and access the Internet will be able to search their detailed lists of contents. When those tasks are completed, project staff will create a permanent online exhibit of documents from these collections. This will allow worldwide access to digitized versions of important and representative materials in some of our earliest and richest collections.

It seems especially important that students at all levels and their teachers be able to learn more about these fascinating American families — the reforms they championed, the business enterprises they shaped, the family news and observations on current affairs they exchanged in thousands of letters — without having to travel. Our thanks to Ellen-Fairbanks (Taffy) Bodman '45 and her husband Herb Bodman, donors of



### **SOPHIA SMITH COLLECTION** *Women's History Manuscripts at Smith College*

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Web site: <http://libraries.smith.edu/libs/ssc>

*The Sophia Smith Collection is an internationally recognized repository of manuscripts, photographs, periodicals, and other primary sources in women's history. It was founded in 1942 to be the College library's distinctive contribution to Smith's mission*

*of educating women. Named to honor the founder of Smith College, today, the Collection consists of nearly 6,000 linear feet of material documenting the historical experience of women in the United States and abroad from the colonial era to the present.*

*IMPOSING EVIDENCE (ISSN 1524-9972) is published when the spirit moves us.*

*Visit our website or contact us by mail for more information about the Sophia Smith Collection and to learn how to help support our mission.*

*Please recycle this newsletter by passing it on to a friend or donating it to a school or library where it might be read with interest.*

#### STAFF:

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the Bodman and Dunham Family collections, for helping us turn this dream into a reality.

Plans are shaping up for three gala celebrations of the Collection's 60th birthday in 2002. Mark your calendars for the April 12th event which will commemorate the establishment in 1942 of both Friends of the Smith College Libraries and the SSC. Jill Ker Conway, President of Smith from 1975 to 1985 and author of *The Road from Coorain* and its recently published sequel *A Woman's Education*, will speak on women, memoir, and autobiography. The SSC will mount an exhibit, which will run through next summer, featuring staff picks of remarkable photographs selected from our 430-plus collections.

*Bodman family group, circa 1855, Bodman Family Papers*



In May we will collaborate with the College Archives and the Mortimer Rare Book Room to present a seminar for Alumnae College, "Going to the Source." And finally, the SSC will host an all-day open house and buffet supper for participants in the 12th Berkshire Conference on the History of Women which will convene on June 7 at the University of Connecticut in nearby Storrs. We welcome this opportunity to thank the scores of veteran women's historians who have researched articles and books in the SSC over the last 60 years and to meet and show off our splendid holdings, staff, and facility to the newest members of our most important user community.

— *Sherrill Redmon*

### *Agents of Social Change, continued*

Bringing the Agents of Social Change documents into Massachusetts middle and high school classrooms was truly a collaborative effort. Critical and much appreciated support came from the Massachusetts Foundation for the Humanities and the Smith College Dean of Faculty/Provost's office. As the workshop coordinator, I greatly appreciate the commitment of the SSC to this much-needed kind of outreach. Programs such as these provide an essential link between primary-source research and the specific needs of middle and high school students and of the dedicated professionals who teach them.

— *Kathleen Banks Nutter*

## *Newly Processed Collections*

THE SSC HAS SET A NEW RECORD for processing collections this year thanks to special funding from the College for a "Backlog Reduction Project." This multi-year project has not only involved processing new collections to open them up for research, but has allowed us to work on older, frequently-used collections to improve access, incorporate new additions, create more complete descriptive inventories, and perform badly needed preservation. Work has been completed on approximately twenty-five collections since January.

Some of the newly processed collections now open for research include:

- The papers of **Mary Sheldon Barnes** (1850-1889), professor of history, who was noted for her development of "the source method," in the 1870s, which included the use of primary sources, discussion, and problem solving; and her groundbreaking published works on historical studies. The papers are a valuable source of information on the development of modern historiography. Included is a rich collection of correspondence

and personal journals which provide insight into the life of a nineteenth century professional woman.

- Preliminary processing was done on the second major section of the records of **Planned Parenthood Federation of America** to allow easier research access to unrestricted portions of the collection (those records dated before 1975.) Correspondence, minutes, reports, publicity, speeches, publications, posters, and audiovisual material provide significant information on the history of birth control and family planning. Included are topics such as women's health; sex educa-



*1940 Planned Parenthood brochure  
PPFA Records*

tion; women in poverty; international population planning and policy; and the legal, political and social aspects of contraception and abortion. When added to the earlier materials received back in the 1970s, PPFA's records fill 425 feet of shelf space.

- The records of **The Lesbian Calendar** include the administrative files of this Northampton, Massachusetts publication founded in 1987. There are also numerous files of printed material, memorabilia, print, and graphic materials documenting the local, national and international gay, lesbian, and bisexual communities; the transgender movement; and feminism, dating from 1912 to 1994.

- Papers of **Lillian Moller Gilbreth** (1878-1972), industrial engineer, perhaps best known today as the mother of the *Cheaper by the Dozen* family. Her papers include professional research and writings on the subject of motion saving techniques and worker efficiency; home economics; and equipment and motion saving methods for the disabled. Also included are materials that reflect the unique Gilbreth method of child rearing with an emphasis on efficient time and motion management. Processing of these papers was supported by a generous donation from Lillian's daughter Ernestine Gilbreth Carey (Smith 1929), co-author of *Cheaper by the Dozen* and *Belles on Their Toes*.

- Other newly processed collections include the papers of journalist and editor, **Helen Gurley Brown** (1922-); advice columnist and novelist **Marie Manning** (circa 1872-1945), a.k.a. Beatrice Fairfax; **Leslie Nell Savage Mahoney** (1890-1986), architectural historian and interior decorator; and two Smith College professors of social work, **Margaret Wooster Curti** (1891-1961) and **Yonata Feldman** (1892-1981).



*Yonata Feldman "with Mrs. Bell, ready for a call to service, especially service to the Comstock team" at the Smith School for Social Work baseball game, July 4, 1957.*

Yonata Feldman Papers

family of ministers, teachers, government agents, writers, and artists. Various men and women of this large and illustrious family and many notable friends and associates are represented in the 66 linear feet of correspondence, diaries, speeches, writings, artwork, photographs, and memorabilia. Included are papers relating to newspaperman Nathan Hale; orator and clergyman Edward Everett Hale; writers Lucretia Peabody Hale



*TOP: The Gilbreth family on the beach, undated.*  
*ABOVE: The Gilbreth family goes for a ride, circa 1920.*  
 Lillian Gilbreth Papers

and Susan Hale; and painters Ellen Day Hale, Philip Leslie Hale, and Lilian Westcott Hale.

- The diaries of missionary **Ruth Hemenway** (1894-1974) provide a record of her eighteen years as a medical missionary to China (1924-41) and include detailed and perceptive descriptions of Chinese life. The papers of missionary and teacher **Azalia Emma Peet** (1889-1973) include diaries and letters written from Japan (circa 1916-54) and from Japanese American internment camps in the U.S. during World War II.

- Other updated collections include the papers of historian, archivist, and women's rights activist, **Mary Ritter Beard** (1876-1958); physician and public health specialist, **Dorothy Mabel Reed Mendenhall** (1874-1964); founder of Hull House, Chicago, labor organizer, and religious writer, **Ellen Gates Starr** (1859-1940); the records of the **New England Hospital for Women and Children** (collection dates: 1792-1994); plus small collections of suffragists **Susan B. Anthony** and **Carrie Chapman Catt**.

— Margaret Jessup

## Gems from the Stacks

DURING A YEAR-LONG post-doctoral fellowship in Japan in 1936-37, Teresina Rowell visited the *Itto-en* (Brotherhood of One Light) community near Kyoto. Described as “a realization of Buddhism in the street,” *Itto-en* members relinquished their property and wealth to dedicate themselves to life-long “daily labor service” or *takuhatsu*. Identifying themselves physically with society’s least privileged, members saw voluntary manual labor as a form of religious expression “on a level with prayer and higher than preaching.” It was a way of leading oneself and others to Enlightenment.

On her return to the United States, Teresina was interested in introducing *Itto-en* principles, but felt she should first “experience more of the life of the most oppressed in this country.” She sought to share servant’s work and contribute to a “brotherly, classless society” during a stay among depression-ravaged mining families in Bradley, Ohio. This letter to sympathetic friends makes clear her struggles to explain to both the Bradley families and her friends this non-western mode of living — devoid of goals, uninterested in social reform, and unconcerned with “personal religious merit or purification.”

— Maida Goodwin

“To awaken all beings —”  
c/o Ernest Morgan  
Yellow Springs, Ohio  
May 24, 1938

Dear James and Marion,

So much new and unexpected *takuhatsu* keeps coming up that I don’t manage to sit down and really tell you how *Itto-en* life works out in a mining camp. In Bradley people are hungry. They have been working mostly only a day a week, which barely pays for the rent (\$12 a month for the falling-down drab filthy company tenements) and leaves practically nothing for food. On every side in the world outside are green fields and cattle and sheep and chickens, food in the stores, clothes in the store-windows — but those miners are talking about stealing food to keep their children from starving. What kind of a world is this? There is plenty, but not in Bradley. Bare cupboards and general blackness and depression. The women have to carry all their water from pumps, and use outhouses up a muddy hill behind the row of dirty-grey slum-houses. They have small gardens, but the frost killed most of their first planting, so they are discouraged about that too. They say nobody will cooperate or get together. The men stand around and talk when they’re not working...it is the first time I have experienced the moral deterioration of under-employment. I asked if there were any work I

could do to help them — washing dishes, cleaning house, etc.

“Don’t you worry. Time’s one thing we got plenty of...”



Teresina Rowell performing *takuhatsu*.

Teresina Rowell Havens Papers

So I have found some manual work, cleaning, farming, dish-washing, etc. “But we’d rather hear you talk! Why do you work all the time?” one of them said. I attended a colored Sunday School where they have a question-and-answer discussion of the lesson. It happened to be on the Rich Young Ruler! Naturally I had several remarks on its implications, and they seemed to be glad to have a visitor and were very cordial. They also have a holiness prayer meeting every Wednesday night, but it is very small and poorly-attended. The work to be done seems to be mainly moral, or in the realm of morals. They need to be helped to work together, to clean up their own houses and yards, to plant community gardens, to have community study clubs. There are many who are eager

to understand, but very limited in background. American democracy can hardly work while people are left in such ignorance. They have a basic religious spirit which one can start from, but it has been left uncultivated. It becomes clearer and clearer to me that we need both inner religion and the cooperative commonwealth. The latter can’t work without developing the inner spirit as we go along — otherwise everybody sells everybody else out — nor can the spirit function while the motivations of our society are all to get ahead individually. At Bradley you can work also through United Mine Workers and Labor’s Non-partisan League. In Steubenville there is work in the latter organization needed — requested by Mr. More.

Will you let me know soon how your summer plans shape up — concerning if and when you may want to come to Bradley? Early July would be better for me but late for planting so I’ll try to adjust to your convenience. I came here with the Morgans and am helping to set up the State Socialist Party Convention — April 18-19 in Columbus.



Miners’ houses with row of outhouses in rear.

Teresina Rowell Havens Papers



Miners’ wives, Bradley, Ohio, 1938.  
Teresina Rowell Havens Papers

## From *Ladies' Companion* to *Shrew*: New SSC Periodicals

THE PAST YEAR HAS SEEN significant additions to the Sophia Smith Collection's already strong periodicals holdings. The new magazines reflect two widely disparate eras and audiences, but both are a boon to researchers seeking to augment and provide context for other archival sources, or as primary sources themselves.

The first set of periodicals, slated for discard by the Northampton's Forbes Library and the Springfield Library, added to our collection of general interest "ladies" magazines. The mid-nineteenth century saw a great increase in the number of magazines in general, and for women in particular. *Ladies' Repository* (1841-76), for example, was a monthly periodical devoted to literature and religion. In an 1841 issue an author editorializes:

*"it is but a score of years since the ladies had scarcely any leisure.... In those times of sweet simplicity, it was not required nor expected that females should know much; they were only required to love and labor much.... Time breeds revolution. It has wonderfully changed the domestic habits of females.... We need a second revolution...in women's taste, or in her sources of enjoyment"* (L. L. Hamline).

From the mid-nineteenth century onward the popularity of these "sources of enjoyment" increased and women's magazines proliferated. Many of these volumes contain beautiful engravings and plates, sheet music, and fashion patterns, and their articles cover a range of topics of interest to nineteenth century readers—fashion, domestic subjects, romantic fiction, travel, and didactic essays. They are an excellent primary source for newcomers as well as senior researchers, for they illuminate reading habits, the publishing industry, advertising, and an entire nexus of well-known and obscure people and events of nineteenth century popular culture. In addition to the *Ladies' Repository*, the SSC acquired runs of *Frank Leslie's Popular Monthly* (1876-1905), and *Peterson's* (1846-88); and filled in some of the gaps in our runs of *Godey's Lady's Book* (1830-89) and *Harper's Bazaar* (1868-1913), "a Repository of Fashion, Pleasure, and Instruction."

Periodicals produced by the women's movement of the late



*Ladies' Repository, 1858*



*Fighting Woman News, 1976*

1960s-early 1970s reflect a different era and set of concerns. Some of the newly acquired periodicals came to us as the result of the unfortunate demise of Third Wave, Northampton's last remaining feminist bookstore (Summer 2000). Other magazines were culled from existing collections. (Standard archival practice is to separate unrelated printed material from manuscript collections). The Women's Action Alliance, a now-defunct feminist clearinghouse organization, and *Ms.* magazine both collected special-audience and local women's interest magazines for their libraries. Our inherited collection contains sets of newsletters from women's groups in New York, Pittsburgh, San Francisco, Cleveland, the Dominican Republic, and even Brooklyn's John Dewey High School.

Produced on shoestring budgets, these magazines generally have an austere aesthetic. They were typed, simply illustrated, and mimeographed. The editors of one Chicago newsletter of "anarcho-feminism," anxious to leave time for other forms of activism, were loathe to commit themselves to producing monthly issues. Its subscription policy and politics are stated follows:

*"Siren subscriptions will be \$2 for 10 issues, as a revolutionary "year" is a bit longer than a calendar year, and we'd like to fulfill our obligations. Siren is not a membership organization, a political party, or even a vanguard, but an attempt to integrate revolutionary feminism with anarchism as an expression of independent, anti-authoritarian feminism. We always welcome CASH and contributions... material, essays, feedback."*

Such newsletters acted as bulletin boards in the days before internet postings and email distribution lists. They advertised events and products and publicized community issues, but above all were forums for discussing the ideological underpinnings of the women's movement. Small groups of women offered their own cultural criticism and invited and published responses from the community at large. In their view, such direct interaction, a distinctive feature of the feminist movement, subverted the mainstream sexist media and carved

*continued on next page*

### 2001-2002 Grierson Fellowships

Juliann Sivulka, University of South Carolina  
“A Cultural History of Women in Advertising, 1875-2000”  
Karen Leroux, Northwestern University  
“Servants of Democracy: Women’s Work in U.S. Public Education, 1866-1902”

### 2000-2001 Bain Fellowship

Carol Burbank, University of Maryland  
“Women’s Suffrage and the Contradictions of Performing Full Citizenship: Personal and Political Perspectives”

### 2000-2001 Travel Grants

Matthew Backes, Columbia University  
“After Independence: Paternal Authority, Filial Rebellion, and the Making of American Middle-Class Culture, 1800-1850”  
Eric Estes, Duke University  
”From Second Sex to Citizens: German Women and Public Life Under the American Occupation”  
Suellen Hoy, independent scholar  
Ellen Gates Starr  
Anna Indych, New York University  
“A Mexico for Export: Mexican Art and Artists in the United States”  
Marguerite McKee Moss  
Sermons and papers by Ruth Tiffany Barnhouse  
Motoe Sasaki-Gayle, Johns Hopkins University  
American professional women in China

Eben Miller, Brandeis University  
“Born Along the Color Line: A Generation Within the Twentieth-Century Civil Rights Struggle”  
Sarah Van Beurden, Lehigh University  
Eleanor Flexner and *Century of Struggle*

Heartfelt thanks to these special friends of the SSC who made generous monetary contributions since our last issue.

Victor Adams  
Marylin Bender Altschul (Smith ’44)  
Adele Brawer Baydin (Smith ’51)  
Caroline Dwight (Smith ’44) and Sherwood E. Bain  
Susan D. Becker  
The Bodman Foundation  
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Catherine Recknagel Ropes (Smith ’36)  
Virginia Gildersleeve International Fund  
Jane Mead von Salis (Smith ’48)  
Susan J. von Salis (Smith ’79)

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### Periodicals, continued

out a new audience not reached by traditional news sources. “Women’s Liberation” periodicals also reflect the transformation of the women’s movement over time in their evolution from spare, bare bones, hastily assembled publications to professional-looking, specialized feminist magazines. *Common Lives/Lesbian Lives* (1981-94), for example, highlights lesbian art, fiction, and poetry in a professionally bound and type-set volume. The appearance of *Common Lives/Lesbian Lives* illustrates the transition from a lesbian culture centered around small, isolated groups of women to one with a more national consciousness.

Our periodicals collection is entirely open to research. While these magazines are certainly useful to the “serious” history student, they are visually exciting windows into the past that will appeal to a history “layperson” as well. Stop by the Alumnae Gym to take a look.

— Amanda Izzo

Please add the following names to the SSC mailing list:

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I’m enclosing a contribution to support the work of the SSC.

*Make check payable to:* SOPHIA SMITH COLLECTION  
*Detach and return to:* Sophia Smith Collection, Smith College,  
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## Snapshots

THE SSC, THE SMITH COLLEGE ARCHIVES, and the Smith College School for Social Work recently collaborated to produce a descriptive brochure about the Social Work Archives, an important collection documenting the history of clinical social work and the lives of some of its most influential practitioners. The SWA includes the personal and professional papers of such luminaries as Carel Bailey Germain, Mary Cromwell Jarrett, Bertha Capen Reynolds, and Mary van Kleeck. Brochures are available upon request.

Despite having to cancel first time around due to a late season blizzard, the SSC's video, *Creating Women's History: The Sophia Smith Collection at Smith College*, had its premiere on March 27 before a large and enthusiastic crowd. The film was introduced by Sherrill Redmon and was followed by a lively question and answer period with co-producer Joyce Clark Follet.



*Charles and Anne Lindbergh from a 1930s rotogravure. Morrow Family Papers*

On September 7, Smith College hosted a tribute to Anne Morrow Lindbergh (Smith 1928), who died last February. The event was organized by the Smith College Alumnae Association and included a talk by Professor Susan van Dyne and a reading by Reeve Lindbergh from her forthcoming book, *No More Words: A Journal of my Mother, Anne Morrow Lindbergh*, which chronicles the last eighteen months of her

mother's life. In conjunction with the event, the Sophia Smith Collection, the Smith College Archives, and the Mortimer Rare Book Room mounted complementary exhibits of manuscript material and artifacts pertaining to Lindbergh's life.

The SSC is pleased to have acquired several important new collections, including the papers of long-time activist and fem-

inist Molly Yard, and of social worker Monica McGoldrick.

The SSC's Web site was cited as an outstanding resource in research and education in the *Internet Scout Report* last May. The report noted favorably the descriptions of SSC collections, the texts and other documents from the Agents of Social Change project that appear in an online exhibit, and lesson plans for use in high schools. (Note: we have a new web address — <http://libraries.smith.edu/libs/ssc>)

### Staff news:

Joyce Clark Follet, co-producer of the video about the SSC, has joined the staff as Collection Development Specialist. She will work with Sherrill Redmon for the next year identifying, evaluating, and acquiring new collections. Joyce, who holds a Ph.D. in history, will also offer "Women's History Through Documentary" in the spring semester, a course that was enthusiastically received by Smith students last year.

Staff members Kathleen Banks Nutter and Kate Weigand have also stepped up to the classroom podium this year. Kathleen, a labor historian, is teaching "Women and Work in 20th Century America" this fall, and in the spring will offer "America in 1919: A Year of Clear and Present Danger." Kate's fall semester course is titled "Problems in 20th Century U.S. History: Feminism Since 1945" and in the spring she will teach the survey course, "The United States Since 1890."

In addition to their SSC responsibilities, several staffers have been conducting their own research. Kathleen Banks Nutter published an article about Constance Baker Motley in *Meridians*, and another about the SSC's Agents of Social Change Conference in the *International Labor and Working-Class History Journal*; and Margaret Jessup wrote a biographical article about Mary Metlay Kaufman that was published in *Great American Lawyers: An Encyclopedia*. In April 2002, Kathleen will attend the Third Annual Hull House Conference in Chicago, where she will present a paper on Harvey and Jessie Lloyd O'Connor.

— *Burd Schlessinger*

Smith College does not discriminate in its admission policy, programs, or activities on the bases of race, color, creed, handicap, national/ethnic origin, age, religion, sexual orientation, or disabled veteran/Vietnam-era veteran status. Nor does the college discriminate on the bases of race, color, creed, handicap, national/ethnic origin, age, religion, sex, sexual orientation or disabled veteran/Vietnam-era veteran status in its educational policies, scholarship and loan programs, athletic and other school-administered programs, or employment practices and programs. In addition to meeting fully its obligations of nondiscrimination under federal and state laws, Smith College is committed to maintaining a community in which a diverse population can live and work in an atmosphere of tolerance, civility, and mutual respect for the rights and sensibilities of each individual, regardless of differences in economic status, ethnic background, political views or other personal characteristics and beliefs. The following person has been designated to handle inquiries regarding the nondiscrimination policies: Director of Affirmative Action, College Hall #3, 413-585-2141.

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